



# Lake County Illinois

## Legislation Text

File #: 15-0138, Version: 1

Joint resolution authorizing a contract with GovHR USA, LLC of Northbrook, Illinois to provide temporary employee services in the estimated amount not to exceed \$400,000.

- There is a need to contract for temporary employee services for the Sheriff's Office to appoint temporary public safety professionals to assist in the development of its management team.
- The Sheriff's Office has a significant percentage of its staff eligible for retirement in the next five years and desires to be creative and proactive in providing succession planning by training staff in the management, administration and financial analysis skills they will need to be well prepared to transition into leadership roles in the Sheriff's Office.
- The proposed positions would support the existing Sheriff's Administration staff in developing and implementing policies, procedures, documentation, training programs, research best practices, evaluate alternative service models, budget development and analysis, return on investment analysis, human resource functions, and other management functions.
- GovHR USA provides comprehensive executive recruitment, human resources and management consulting services for public sector.
- GovHR USA has engaged in work with the County on multiple occasions since 2008 in successful placement of management positions.
- Pursuant to Article 6, section 102, the Purchasing Agent convened an ad hoc review group that approved bid exemption on the basis of an existing long standing successful relationship for professional services, and the knowledge gained through this relationship adds value integral to the services provided.
- The funds to pay for this contract will come from salary savings in the Sheriff's Office; staff has analyzed the Sheriff's Office budget for the past five years and based on historic performance there is sufficient annual savings to support this contract.
- This resolution authorizes the purchasing agent to enter into a contract for the remainder of fiscal year 2015 with GovHR USA, LLC to provide temporary employee services for the appointment of public safety professionals in the estimated amount of \$400,000.

## RESOLUTION

**WHEREAS**, there is a need to contract for temporary employee services for the Sheriff's Office to appoint temporary public safety professionals in the development of its management team; and

**WHEREAS**, the County Administrator's and Sheriff's Offices selected GovHR USA, LLC of Northbrook, IL based on their comprehensive executive recruitment, human resources and management consulting services for the public sector and successful placement of multiple management positions in Lake County since 2008; and

**WHEREAS**, in accordance with Article 6, Section 102 of the Lake County Purchasing Ordinance, the Purchasing Agent consulted with an ad hoc review group and determined that this purchase is exempt from bidding on the basis of a long standing successful relationship.

**NOW, THEREFORE, BE IT RESOLVED**, by this County Board of Lake County, Illinois, that the Purchasing Agent be authorized to enter into a contract for the remainder of fiscal year 2015 with GovHR USA, LLC of Northbrook, IL to provide temporary employee services for the appointment of public safety professionals in the estimated amount of \$400,000. To provide funding, a line item transfer in the amount of 400,000 is approved from 101-3001110-51110, Regular Salaries and Wages, to 101-3001110-72840, Temporary Employment Services.

**DATED** at WAUKEGAN, LAKE COUNTY, ILLINOIS, on this 10<sup>th</sup> day of February, A.D., 2015.